

EMPLOYEE ENGAGEMENT AND SURVEY SERVICES

FACT SHEET

1. As part of the implementation of the Howard County Public School System's Strategic Plan – Fulfilling the Promise of Preparation, specifically Goal 2: Staff and other goals, the school system would like to retain the services of Gallup to assist in the engagement of staff.
2. Gallup, a recognized leader in the development of surveys, data collection methodologies and reporting of survey results, submitted a proposal to provide the necessary services to assist the Superintendent and executive staff in the preparation, administration and analysis of staff responses.
3. It is recommended that the Board of Education approve staff to enter into a three year contract with Gallup not to exceed \$426,300. The annual fee shall not exceed \$142,100.
4. The approved Board Policy 4050 Procurement of Materials, Supplies, Equipment and Services states:

"When it is not practical to obtain competitive bids...purchases may be made without competitive bidding with the approval of the Board as appropriate."
5. Funding has been allocated in the FY13 Operating Budget, Administration.

EMPLOYEE ENGAGEMENT AND LEADERSHIP DEVELOPMENT

FACT SHEET

1. The Board of Education approved in June, 2013, as part of the implementation of the Howard County Public School System's Strategic Plan – Fulfilling the Promise of Preparation, specifically Goal 2: Staff and other goals, the services of Gallup to assist in the engagement of staff.
2. Gallup, a recognized leader in the development of surveys, data collection methodologies and reporting of survey results, has completed the Clifton StrengthsFinder and the employee engagement survey.
3. To continue the partnership with Gallup, the next step in the evolution of the engagement of staff will be to utilize the information and data previously collected to identify and develop the unique talents and skills of our principals, assistant principals, and other leaders. The tools and skills developed will assist in the identification of talent, recruiting and hiring, and the creation of an index system that will better align teachers' strength and talents to areas of student need. The ultimate goal is to establish a model that can be consistently applied to increase student achievement.
4. It is recommended that the Board of Education approve staff to amend the original contract to include the talent and leadership development services with Gallup not to exceed \$170,000 over the three year period.
5. The approved Board Policy 4050 Procurement of Materials, Supplies, Equipment and Services states:

"When it is not practical to obtain competitive bids...purchases may be made without competitive bidding with the approval of the Board as appropriate."
6. Funding has been allocated in the FY14 Operating Budget, Administration.

EMPLOYEE ENGAGEMENT AND LEADERSHIP DEVELOPMENT

FACT SHEET

1. As part of the implementation of the Howard County Public School System's Strategic Plan – Fulfilling the Promise of Preparation, specifically Goal 2: Staff and other goals, in June, 2013 the Board approved the services of Gallup to assist in the engagement of staff.
2. Gallup, a recognized leader in the development of surveys, data collection methodologies and reporting of survey results, has completed the Clifton StrengthFinder and the employee engagement survey.
3. The next step in the evolution of the engagement of staff will be to utilize the information and data previously collected to identify and develop the unique talents and skills of our school staff and students at specific elementary schools with a focus on exploring and developing their talents and skills with an emphasis on academic success. Within this step will be the identification of an educator at each school to lead in the integration of identified strengths with the curriculum to better achieve designated goals as well as identify students' strengths and to develop their individual strength plans.
4. It is recommended that the Board of Education allow staff to amend the original contract with Gallup to expand staff development and include student talent and strengths development services, not to exceed \$113,000 over a three-year period.
5. Board Policy 4050 Procurement of Materials, Supplies, Equipment and Services states:
"When it is not practical to obtain competitive bids...purchases may be made without competitive bidding with the approval of the Board as appropriate."
6. Funding has been allocated in the FY15 Operating Budget, Administration, subject to approval.

EMPLOYEE ENGAGEMENT AND LEADERSHIP DEVELOPMENT

FACT SHEET

1. As part of the implementation of the Howard County Public School System's Strategic Plan – Fulfilling the Promise of Preparation, specifically Goal 2: Staff and other goals, in June, 2013 the Board approved the services of Gallup to assist in the engagement of staff.
2. Gallup, a recognized leader in the development of surveys, data collection methodologies and reporting of survey results, has completed the Clifton StrengthFinder and the employee engagement survey.
3. The next step in the evolution of the engagement of staff will be to utilize the information and data previously collected to identify and develop the unique talents and skills of our school staff and parents at six targeted elementary schools. The focus will be on providing strengths-based coaching and planning for principals and teachers, delivering approximately one parent seminar per month at each location, and creating a school strengths office in each school.
4. It is recommended that the Board of Education allow staff to amend the original contract with Gallup to expand staff development and include student talent and strengths development services, not to exceed \$100,000 over a three-year period.
5. Board Policy 4050 Procurement of Materials, Supplies, Equipment and Services states:
"When it is not practical to obtain competitive bids...purchases may be made without competitive bidding with the approval of the Board as appropriate."
6. Funding has been allocated in the FY15 Operating Budget, Administration, subject to approval.